

Enforcement Guidances and Related Documents

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[Questions and Answers: Definition of "Job Applicant" for Internet and Related Electronic Technologies](#)

[Revised Enforcement Guidance: Reasonable Accommodation and Undue Hardship Under the Americans With Disabilities Act](#) *Updated October 2002*

The Commission has re-issued the Guidance on Reasonable Accommodation and Undue Hardship to reflect a recent Supreme Court decision, *US Airways, Inc. v. Barnett*. The cover page of the Guidance notes where the major changes in the document are to be found. This revised version replaces the 3/1/99 Guidance.

- See also: [ADA Technical Assistance Manual: Addendum](#) *October, 2002*
- See also: [Small Employers and Reasonable Accommodation](#) *March, 1999*

[Rescission of Enforcement Guidance on Remedies Available to Undocumented Workers Under Federal Employment Discrimination Laws](#) *June, 2002*

[Enforcement Guidance: Application Of The ADA To Contingent Workers Placed By Temporary Agencies And Other Staffing Firms](#) *December, 2000*

- See also: [Questions and Answers: Enforcement Guidance: Application of the ADA to Contingent Workers Placed by Temporary Agencies and Other Staffing Firms](#)

[Commission Decision on Coverage of Contraception](#) *December, 2000*

- See also: [Questions and Answers: Commission Decision on Coverage of Contraception](#)

[Policy Guidance On Executive Order 13164: Establishing Procedures To Facilitate The Provision Of Reasonable Accommodation](#) *October, 2000*

- See also: [Questions and Answers: Policy Guidance On Executive Order 13164: Establishing Procedures To Facilitate The Provision Of Reasonable Accommodation](#)

[Policy Guidance on Executive Order 13145: To Prohibit Discrimination in Federal Employment Based on Genetic Information](#) *July, 2000*

- See also: [Questions and Answers: Policy Guidance on Executive Order 13145: To Prohibit Discrimination in Federal Employment Based on Genetic Information](#) *July, 2000*

[Enforcement Guidance on Disability-Related Inquiries and Medical Examinations of Employees Under the Americans with Disabilities Act \(ADA\)](#) *July, 2000*

- See also: [Questions and Answers: Enforcement Guidance on Disability-Related Inquiries and Medical Examinations of Employees Under the Americans with Disabilities Act \(ADA\)](#)

[Instructions for Field Offices Analyzing ADA Charges After Supreme Court Decisions Addressing "Disability" and "Qualified"](#) *December, 1999*
~~RESCINDED~~ [Enforcement Guidance on Remedies Available to Undocumented Workers Under Federal Employment Discrimination Laws](#) *October, 1999*

- See also: [Rescission of Enforcement Guidance on Remedies Available to Undocumented Workers Under Federal Employment Discrimination Laws](#) *June, 2002*
- See also: [Questions and Answers: Enforcement Guidance on Remedies Available to Undocumented Workers Under Federal Employment Discrimination Laws](#) *October, 1999*

[Enforcement Guidance: Vicarious Employer Liability for Unlawful Harassment by Supervisors](#) *June, 1999*

- [See also: Questions & Answers for Small Employers on Employer Liability for Harassment by Supervisors](#)

[Enforcement Guidance: Application of EEO Laws to Contingent Workers Placed by Temporary Employment Agencies and Other Staffing Firms](#) *December, 1997*
[Enforcement Guidance on Sex Discrimination in the Compensation of Sports Coaches in Educational Institutions](#) *October, 1997*
[Policy Statement on Mandatory Binding Arbitration of Employment Discrimination Disputes as a Condition of Employment](#) *July, 1997*
[Enforcement Guidance on Equal Employment Opportunity Commission & Walters v. Metropolitan Educational Enterprises, Inc., 117 S.Ct. 660 \(1997\)](#) *May, 1997*
[EEOC Enforcement Guidance on Enforcement Guidance on Non-Waivable Employee Rights under Equal Employment Opportunity Commission \(EEOC\) Enforced Statutes](#) *April, 1997*
[EEOC Enforcement Guidance on the Americans with Disabilities Act and Psychiatric Disabilities](#) *March, 1997*
[EEOC Enforcement Guidance on the Effect of Representations Made in Applications for Benefits on the Determination of Whether a Person Is a "Qualified Individual with a Disability" Under the Americans with Disabilities Act of 1990 \(ADA\)](#) *February, 1997*
[Enforcement Guidance on O'Connor v. Consolidated Coin Caterers Corp.](#) *September, 1996*
[EEOC Enforcement Guidance: Workers' Compensation and the ADA](#) *September, 1996*
[Enforcement Guidance: Whether "Testers" Can File Charges and Litigate Claims of Employment Discrimination](#) *May, 1996*
[Enforcement Guidance on After-acquired Evidence and McKennon v. Nashville Banner Publishing Co., 115 S.Ct. 879, 65 EPD Par. 43,368 \(1995\)](#) *December, 1995*
[ADA Enforcement Guidance: Preemployment Disability-Related Questions and Medical Examinations](#) *October, 1995* (Also available in [PDF format](#))
[Facts About the Family and Medical Leave Act, the Americans with Disabilities Act, and Title VII of the Civil Rights Act of 1964](#) *November, 1995*
[Section 902: Definition of the Term "Disability"](#) *March, 1995*

- See also: [Executive Summary: Compliance Manual Section 902, Definition of the Term "Disability"](#) *February, 2000*

[Interim Enforcement Guidance on the Application of the Americans with Disabilities Act of 1990 to Disability-based Distinctions in Employer Provided Health Insurance](#) *June, 1993*
(Also available in [PDF format](#))
[Enforcement Guidance: Compensatory and Punitive Damages Available under § 102 of the Civil Rights Act of 1991](#) *July, 1992*

[Enforcement Guidance on Recent Developments in Disparate Treatment Theory](#) *July, 1992*

[Enforcement Guidance on Harris v. Forklift Sys., Inc.](#) *November, 1993*

[Policy Guidance on Current Issues of Sexual Harassment](#) *March, 1990*

[Policy Guidance on Employer Liability under Title VII for Sexual Favoritism](#) *January, 1990*

[Enforcement Guidance on Application of Title VII and the Americans with Disabilities Act to Conduct Overseas and to Foreign Employers Discriminating in the United States](#)

October, 1993

[Policy Guidance: Analysis of the sec. 4\(f\)\(1\) 'foreign laws' defense of the Age](#)

[Discrimination in Employment Act of 1967](#) *December, 1989*

[Policy Guidance: Application of the Age Discrimination in Employment Act of 1967 \(ADEA\) and the Equal Pay Act of 1963 \(EPA\) to American firms overseas, their overseas subsidiaries, and foreign firms](#) *March, 1989*

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